1. adding your own interview comments
2. interview comments from others
3. reference check feedback

██████████████████

- o **Justification**
  - ▪ Excellent candidate. ████ has 5+ years of experience in Java and Web technologies. He has worked on technologies such as memcache and hadoop. He has worked at Paypal and NextTag. He really excelled at our technical interview.

- o **Interview Feedbacks**
  - o From: ██████████
    - ▪ Title: Principal Member of Technical Staff, ████████████
    - ▪ Feedbacks:
      I believe ████ is a very good fit for our group. He has a strong java skill and a solid computer science background as well as J2EE development experience. He communicates very well on explaining the architecture and technical details of his past projects. Overall an excellent candidate.

  - o From ██████████
    - ▪ Title: Principal Member of Technical Staff, ████████████
    - ▪ Feedbacks:
      On the projects he worked on -
      He seemed to know all the projects he worked on well and he could describe what exactly he worked on.
      He could answer all the questions I asked him on his projects well.

      Skills based on his projects -
      He has good understanding of distributed computing concepts e.g. map-reduce based computation.
      He could answer all the questions/problems I asked him based on map-reduce.
      He has fairly good understanding on way search-engines work and knows a little bit about Lucene.
      He seems comfortable with the web-technologies.

      Problem solving skills -
      He seems to have good analytical thinking and problem solving skills.
      He knows basic data-structures/algorithms well and can solve problems based on that knowledge.
      Even when he didn't know problems and he couldn't answer them immediately, based on the hints given he could immediately make progress.

      Programming skills -

He knows object-oriented concepts well. He has Java certification and seems pretty comfortable coding in Java,
He could give logical answers to some advanced-level questions I asked.

Other aspects -
He seems to have good communication skills, good temperament and pleasant personality.

- o From: ███████
  - Title: Senior Member of Technical Staff
  - Feedbacks:
  - *I asked him about some of his prior experience and he very clearly described a security-related project that was used to detect advertising click-throughs by malicious agents (e.g., a program to artificially click through advertisements). His explanation showed good technical knowledge of security concepts, client-server architecture, application-server technologies and standards (such as using Servlet filters), as well as good presentation skills. He answered my follow-up questions on the spot very well about how malicious agents were discovered, e.g., whether the browser agent is used, whether it is rule-based, IP address-based, frequency-based and so forth. This showed a good breadth of experience and general CS knowledge.*

    After that I asked him three coding questions that he answered quickly. His code was written cleanly and was well thought out from the beginning. He used good object-oriented structure, proper class names and syntax, and covered the error cases. In addition to answering correctly, he offered multiple solutions to some of the problems when I gave him new restrictions, such as using no extra storage. His solutions were creative, and he described the pros and cons of each. My conclusion from the coding questions was that he was a good problem solver and a very proficient programmer.

    Finally, he was pleasant to talk to, polite, patient and gave me the impression that he would be easy to work with.

- o *From:* ███████
  - *Title: Senior Software Development Manager*
  - Feedbacks:
  - ███████ *is an excellent candidate. He has strong technical skills, great analytical abilities, and pleasant personality. With five years experience in java and web technologies and great passion for search,* ███████ *is a great fit for Secure Enterprise Search product development team.*

- **Reference Check Feedbacks**
  - From: ███████████
  - Title: Professor of School of Management, ███████████████████████ ███████, USA
  - Feedbacks:

    ███████ was one of the best students I have ever had. I would place him at the top 5% of my 12 years teaching experience. He is a deep thinker, very inquisitive, great team player, and a natural leader. He is a hard working student (got all straight As). He is a super star with very nice personality. My strongest recommendation for whichever company he choose to join, he'll be a tremendous asset for the company.